

ROYAL IRISH CONSTABULARY (TERMS OF EMPLOYMENT).

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RETURN to an Order of the Honourable The House of Commons,  
dated 30 May 1893; -for,

"RETURN of the TERMS and CONDITIONS of the Employment of the ROYAL  
IRISH CONSTABULARY and the DUBLIN METROPOLITAN POLICE, and the  
SCALE of PAY and ALLOWANCES, and the PENSIONS or SUPERANNUATION  
to which in the ordinary course Members of both Forces become entitled."

(*Mr. Thomas Henry Bolton.*)

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*Ordered, by The House of Commons, to be Printed,*  
22 June 1893.

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RETURN of the TERMS and CONDITIONS of the Employment of the ROYAL IRISH CONSTABULARY and the DUBLIN METROPOLITAN POLICE, and the Scale of PAY and ALLOWANCES, and the PENSIONS or SUPERANNUATION to which in the ordinary course Members of both Forces become entitled.

### ROYAL IRISH CONSTABULARY.

#### TERMS and CONDITIONS of EMPLOYMENT—OFFICERS.

REGULATIONS under which gentlemen are to be admitted as cadets of Royal Irish Constabulary.

##### I.

The candidate for a cadetship in the Royal Irish Constabulary will be required to be at least 5 feet 6 inches in height, and to pass the medical examination of the surgeon of the force. He must be in good health, and free from any physical defect of body, impediment of speech, defect of sight or hearing, and also from any disposition to constitutional or hereditary disease, or weakness of any kind, and must be in all respects well developed.

##### II.

The candidate must be unmarried, and between the ages of 21 and 26 years.\* If a candidate can show specially qualifying service as an officer in the Army, Navy, or in a police force, he may be admitted up to the age of 28.

##### III.

The candidate will be required to produce a certified copy of the registry of his birth, or some other satisfactory proof of his age, and a certificate of his moral character from the clergyman of his church in the parish in which he resides, or from two magistrates of the county.

##### IV.

Every gentleman on being nominated for a cadetship, will receive intimation of the day on which he ought to present himself at Dublin, to go through a competitive examination with other candidates for the appointment. The examination will be conducted by the Civil Service Commissioners.

The candidate who is placed first by the Civil Service Commissioners will, on his nomination being confirmed by the Lord Lieutenant, be ordered to the dépôt. But, previously to his entering on his course of instruction there, some person on his behalf must become answerable to the commandant of the dépôt, that such cadet, in addition to his regulated pay, shall receive a sum at the rate of £60 per annum, until his appointment to the office of District Inspector.

The

\* The sons of constabulary officers whose names are on the Inspector-General's list of candidates are permitted to enter at the age of 19.

## RETURN RELATING TO THE

## V.

The following will be the subjects of examination, and the maximum number of marks for each subject:—

Arithmetick	-	-	-	-	-	-	-	-	150
Separate Addition	-	-	-	-	-	-	-	-	50
Orthography	-	-	-	-	-	-	-	-	150
Handwriting	-	-	-	-	-	-	-	-	150
Intelligence in Dictation	-	-	-	-	-	-	-	-	100
English Composition, including Epistolary Correspondence	-	-	-	-	-	-	-	-	200
Precis	-	-	-	-	-	-	-	-	150
Geography, especially that of the British Isles	-	-	-	-	-	-	-	-	150
British History	-	-	-	-	-	-	-	-	200
Latin or French—Candidate permitted the option	-	-	-	-	-	-	-	-	200
<b>The Elementary Principles of Law, as treated in—</b>									
Stephen's Commentaries on the Laws of England (10th edition): Vol. I.—Introduction; Book I.; Book II., introductory chapter entitled, "As to Property in General"; Vol. IV., Book VI.—Chapters 1 to 12, omitting Sections I. to VIII. of Chapter VII.	-	-	-	-	-	-	-	-	150
<b>Law of Evidence—</b>									
Digest of the Law of Evidence by Sir James Fitzjames Stephen	-	-	-	-	-	-	-	-	150
								Total	1,800

## VI.

The cadet will be borne on the strength of the reserve, as a sergeant, hat will be allowed to occupy the quarters, wear the undress uniform, and perform the duties of an officer.

## VII.

The cadets will be appointed to the rank of District Inspector, as vacancies offer, according to their standing, proficiency, and conduct.

## VIII.

But cadets, being only in a state of probation, will not be considered as permanently attached to the force, until they attain the rank of District Inspector, and they are clearly to understand, that if, in the interim, His Excellency the Lord Lieutenant should be pleased to dispense with their services, in consequence either of unfavourable reports received of their conduct or proficiency while at the dépôt, or of their character and position previous to their joining it, they are not to expect or require any reason to be assigned for their removal from the establishment, on which account it will not be obligatory on a cadet to purchase uniform, or to incur any other expense, consequent on his belonging to the force.

## TERMS AND CONDITIONS OF EMPLOYMENT.—MEN.

## QUALIFICATIONS OF CANDIDATES.

Candidates must not only read and write well, but they will be subjected to an examination in the first four simple rules of arithmetic. They must be of good character for honesty, sobriety, fidelity, and of superior activity; 5 feet 9 inches in height, single, between 19 and 27 years of age, and sound in health. A candidate of 5 feet 11 inches in height must have a chest measurement of at least 37 inches. Sons of members of the force, or sons of pensioners will be admitted at 18 years of age if they are of good physique and 5 feet 8 inches in height. The chest measurement must not in any case be less than 36 inches.

Officers and men may be removed by the Lord Lieutenant for misconduct or otherwise. See Sections 10 and 11, 6 Will. 4th, c. 13.

No person appointed thereto shall be or become a game-keeper, wood-ranger, tithe proctor, receiver of tithes, bailiff, sheriff's bailiff or parish clerk, or a hired servant, or shall act in any of the said capacities, or shall sell any beer, wine, or spirituous liquors by retail. If such person shall violate the foregoing he forfeits his appointment, &c. See Section 14, 6 Will. 4th, c. 13.

No person shall be appointed until he take the oath prescribed by Section 17, Will. 4th, c. 13.

No person appointed shall either sit in Parliament or shall vote at Parliamentary elections. See Section 18, Will. 4th, c. 13.

No head or other constable shall resign or withdraw himself from his duties unless he give a month's notice of his intention. See Section 21, Will. 4th, c. 13.

## SALARIES, &amp;c. OF STAFF OFFICERS.

Inspector General, 1,500*L*, rising to 1,800*L* after five years.

Deputy Inspector General, 1,000*L*, rising to 1,200*L* after five years. Present officer has a personal allowance of 100*L*.

Two Assistant Inspector Generals, 700*L*, rising to 750*L* after five years, and to 800*L* after 10 years.

One Assistant Inspector General (styled Commandant of the Depôt), 600*L*, and 45*L* for a servant.

Surgeon of the Force, 400*L*, and 45*L* for a servant.

Veterinary Surgeon, 200*L*, and 45*L* for a servant.

Barracks Master, 381*L*, and 45*L* for a servant.

Police Instructor, 125*L*, and 45*L* for a servant, also 25*L* as police instructor.

## PAY AND ALLOWANCES.—OFFICERS.

Each Cadet, upon his appointment, and until his promotion to the rank of third class district inspector (to which he is usually appointed in about three months), receives the pay of a sergeant, viz., 75*L*. 8*s.* per annum.

The rates of pay of district inspectors are as follows:—

Third Class - - - - 125*L* per annum.  
" " if on good service pay 137*L*. "

Second Class - - - - { 165*L* " for first five years in class.  
" 180*L* " after five years.

" " if on good service pay, 12*L*. in addition to ordinary pay.

First Class - - - - { 225*L* per annum for first three years in class.  
250*L* " after three years.  
275*L* " after six years.  
300*L* " after twelve years.

" " if on good service pay, 30*L*. in addition to ordinary pay.

The annual rate of pay of county inspectors is 350*L*. on appointment to that rank, increasing by 20*L*. per annum to a maximum of 450*L*. per annum, with 50*L*. in addition to those on receipt of good service pay. The Town Inspector, Belfast, receives 600*L*. per annum.

## Allowances.

Allowance for lodging when not accommodated with quarters in barracks:—

	£. s. d.
Town inspector, Belfast, and county inspectors - - -	50 - - per annum.
Third class district inspector - - - -	21 5 10 "
Second " " " during first five years in class	27 10 - "
" " " during remainder of service -	30 - - "
First " " " during first three years in class	37 10 - "
" " " during remainder of service -	40 - - "
Allowance to county and district inspectors for fuel and light when accommodated in barrack - - - -	7 3 - "
Allowance to county and district inspectors for servant -	45 - - "
" " " " " for forage of one private horse -	50 - - "
Allowance to county inspector for office - - - -	18 5 - "
Allowance to district inspector for office when not accommodated with an office in barrack - - - -	10 - - "
Allowance to county inspector for stationery - - -	10 - - "
Allowance to district " " " for each constabulary pensioner paid - - - -	3 - - "
" " " " " for each night necessarily absent on duty.	1 - - "
Subsistence allowance to county and district inspector - - - -	{ 15 <i>s.</i> for each night necessarily absent on duty. 3 <i>s.</i> for 10 consecutive hours absent on certain dates.

Travelling allowance to county and district inspector, 9*d.* per mile, or actual expense under certain conditions.

## RETURN RELATING TO THE

## PEN AND ALLOWANCES.—MEN.

## HEAD AND OTHER CONSTABLES.

						£.	s.	d.	
Constables under 6 months' service	-	-	-	-	-	39	-	per annum.	
" 6 months and under 4 year's service	-	-	-	-	-	54	12	"	
" 4 years	"	7	"	"	"	57	4	"	
" 7 "	"	0	"	"	"	59	16	"	
" 9 "	"	12	"	"	"	62	8	"	
" 12 "	"	15	"	"	"	65	-	"	
" 15 "	"	20	"	"	"	67	12	"	
" over 20 years	-	-	-	-	-	70	4	"	
Acting sergeants	-	-	-	-	-	72	16	"	
Sergeants under 4 years	-	-	-	-	-	75	6	"	
⑤ over 4 years	-	-	-	-	-	80	12	"	
Head constable, major	-	-	-	-	-	104	-	"	
Head constables under 3 years	-	-	-	-	-	91	-	"	
" 3 to 6 "	"	-	-	-	-	97	10	"	
" over 6 "	"	-	-	-	-	104	-	"	

## Allowances.

Subsistence Allowance.—I. When necessarily absent from station on any duty except patrols, or in the execution of warrants:—

		£.	s.	d.
Head constables	-	-	4	6 per night.
Other constables	-	-	3	6 "

II. When necessarily absent from station on any exceptional duty.

(a) For a period of not less than eight consecutive hours, but under 12 hours:—

		£.	s.	d.
Head constables	-	-	1	3
Other constables	-	-	1	-

(b) For a period of 12 consecutive hours, or upwards:—

		£.	s.	d.
Head constables	-	-	1	9
Other constables	-	-	1	6

## Marching Money.

The rate of marching money is as follows:—

For every eight miles traversed beyond a certain distance from station,

		£.	s.	d.
Head constables	-	-	1	3
Other constables	-	-	1	-

The payment of the foregoing allowances is subject to certain conditions:—

		£.	s.	d.
Lodging allowances to married men not accommodated in barracks	-	-	2	12 per annum.
Allowances for repair of arms and accoutrements	-	-	6	"
" straw "	-	-	3	"
" boots "	-	-	1	6 "

## PENSIONS OR SUPERANNUATION.

The Acts of Parliament which regulate superannuation in the Royal Irish Constabulary are as follows:—

- 10 & 11 Vict. c. 100 (1847).
- 37 & 38 Vict. c. 80 (1874).
- 45 & 46 Vict. c. 63 (1882).
- 46 & 47 Vict. c. 74 (1883).

The following are the scales of superannuation which in ordinary course members of the force (except a comparatively small number, viz., the more senior) are entitled to:—

*Officers.*

To an officer who shall have served 10 years and upwards, and under 11 years, an annual pension not exceeding ten-sixtieths of his annual salary.

And an addition to the annual pension, not exceeding one-sixtieth of such annual salary in respect of each additional year of such service, until the completion of a period of service of 40 years, when an annual pension not exceeding forty-sixtieths may be granted, and no addition shall be made in respect of any service beyond 40 years.

For the purpose of calculating the amount of any pension which may be granted, the term salary shall include all allowances for lodging, house-rent, and servant, provided that the allowance in respect of lodging or house-rent shall not exceed one-sixth of the actual salary and other emoluments.

The specified age for retirement of a county inspector shall be 65 years, and of a district inspector, 60 years.

To an officer whose service has exceeded five years and has less than 10 years, a gratuity of one month's salary for each year of service.

An officer may retire after he has 30 years' service or when he has attained the age of 60 years. He can then be granted a pension equal to thirty-fifths of his salary.

*Men.*

To a constable who has completed not less than 15 years, but less than 21 years' service, a sum equal to one-fiftieth of his annual pay for every completed year; if he has completed 21, but less than 25 years' service, an annual sum equal to twenty-fifths of his annual pay, with an addition of two-fifths of his annual pay for every completed year of service above 20 years; if he has completed 25 years' service an annual sum equal to thirty-fifths of his annual pay with the addition of one-fiftieth of his annual pay for every completed year of service above 25 years, so however, that the pension shall not exceed two-thirds of his annual pay.

A constable may retire upon his own application when he has completed 25 years' service.

A constable who has not completed 15 years' service, may, on his retirement, be granted a gratuity not exceeding the amount of one month's pay for every completed year of service.

Special pension rates are allowed to both officers and men on retirement, when such retirement is on account of injuries received in the execution of duty.

(signed)      *A. Reed,*  
Royal Irish Constabulary Office,      Inspector General.  
Dublin Castle, 8 June 1893.

RETURN of the TERMS and CONDITIONS of the Employment of the DUBLIN METROPOLITAN POLICE and the Scale of PAY and ALLOWANCES, and the PENSIONS or SUPERANNUATION to which in the ordinary course Members become entitled.

L.—TERMS and CONDITIONS of EMPLOYMENT.

*Age, Height, &c.*

The candidates must not be more than 26 years of age or under 20. Married men are not eligible.

He must be of strong build and robust constitution, and at least 5 ft. 9 in. in height.

*Education.*

Some reasonable degree of education being now held indispensable to qualify for the Public Service, it is of considerable importance that candidates for this force should be able to read and write well, to have a knowledge of English grammar and arithmetic and to be generally intelligent.

*Testimonials.*

The candidates will have to produce testimonials from a magistrate and a clergyman who have known him for at least five years before the time of his making application to join, and his character must bear the strictest investigation.

## RETURN RELATING TO THE

*Promotions made from the Ranks.*

Appointments to the higher grades up to and including that of chief superintendent, are made from the ranks of the service.

*Conditions of Joining.*

1st. To abstain from the expression of any political or religious opinion, in manner calculated to give offence.

2nd. Not to belong to any political or secret society (that of Freemasons excepted).

3rd. To devote his whole time to the police service, to serve and reside wherever he is appointed, and to obey promptly all orders he may receive from those in authority over him.

4th. To conform to all regulations which may be made for the good of the service.

5th. Upon no pretence to take a reward or recompense in money or otherwise, except by consent of the Commissioner.

6th. To appear at all times in complete police dress, except under special circumstances, namely, when on particular duty, when sick, and when on leave.

7th. To submit to a deduction not exceeding one shilling and two-pence per week, from his pay, when lodgings are found for him.

8th. To pay all such debts due by him as the Commissioner shall direct, and to receive the pay fixed for his rank, weekly, on each day as may be appointed.

9th. Constables enlisted on or after 14th July 1873, are not to quit the police without giving a month's previous notice. In case he quits without such notice, all pay due to be forfeited.

10th. If dismissed, the whole of his pay then due, or unpaid, to be forfeited, should the Commissioner so direct at the time of his dismissal; and all constables who shall be dismissed, or who shall resign voluntarily, within the first year after joining, will forfeit all pay due at the time of leaving, and will not be eligible to join again.

11th. Every man dismissed, or who shall resign, to deliver up every article of dress, and appointments in use, that has been supplied to him.

12th. If any such articles have been improperly used, or damaged, a deduction from his pay to be made, to make good the damages, or supply a new article.

13th. Each constable to be liable to immediate dismissal for unfitness, negligence, or misconduct, independent of any other punishment to which he may, by law, be subject. The Commissioner may also dismiss a man without assigning any reason.

14th. Whether absent from duty by sickness, or any other cause, he may be put under such stoppages of pay as the Commissioner thinks proper.

15th. Not to vote, during the continuance of his appointment, at any election of a member to serve in Parliament for the counties of Dublin, Kildare, Wicklow, or Meath, or for the county of the city of Dublin, or for any city or borough within the police district.

16th. Not by word, message, writing, or in any other manner, to endeavour to persuade any elector to give, or dissuade any elector from giving his vote for such purpose. The individual so acting is by law subject to a heavy penalty, and will moreover be immediately dismissed.

17th. Any constable who marries without first obtaining the permission of the Commissioner is liable to dismissal.

18th. No officer or constable is to be concerned in any business, either through his wife or otherwise; any transgression of this rule will be punished by dismissal.

The Commissioner of Police desires it to be understood, at the same time, that he reserves to himself the power, subject to the approbation of the Lord Lieutenant, to alter or annul any of these conditions, except the first, second, fifteenth, and sixteenth; and also to make such new rules as may be found expedient.

## II. SCALE OF PAY AND ALLOWANCES.

Chief Commissioner, 1,200*L*.

Surgeon, 240*L*.

Assistant Medical Officer, 75*L*.

Chief Superintendent, annual salary on appointment 400*L*, rising by 15*L* a year to 500*L*.

Superintendent,

Superintendent, annual salary on appointment 250*l.*, rising by 10*l.* a year to 320*l.*  
 Inspector, annual salary on appointment 180*l.*, rising by 8*l.* a year to 160*l.*

	Weekly Pay.		
	£.	s.	d.
Station sergeant	-	2	-
Sergeant:			
Five years' service in that rank and upwards	-	1	18
Two to five years' service in that rank	-	1	16
Under two years' service in that rank	-	1	14
Constable:			
Fifteen years' service in that rank and upwards	-	1	10
Eight to 15 years' service in that rank	-	1	9
Three to eight years' service in that rank	-	1	7
One to three years' service in that rank	-	1	5
Less than one year's service in that rank	-	1	3
Supernumerary constable	-	15	6

In the Detective ("G") Division the pay shall be at the above rate, subject to the modifications following:—

The annual salary of the superintendent shall be 300*l.*, rising by 10*l.* a year to 400*l.*

The annual salary of the chief inspector shall be 180*l.*, rising by 8*l.* a year to 200*l.*

The weekly pay of a sergeant of eight years' service in that rank and upwards shall be 40*s.*

The constables who are styled detectives shall be paid 30*s.* a week, irrespective of their length of service as constables.

#### *Alliances.*

Chief Commissioner, 50*l.* for horse, 45*l.* for servant.

Surgeon, 45*l.* for travelling.

Chief Superintendent, free house, 45*l.* per annum for horse, 45*l.* per annum, groom, and 5*l.* a year for wear and tear of horse.

Superintendents and inspectors, 10*l.* a year for uniform, and actual cost of locomotion approved of by the Commissioner.

All ranks under an inspector, 8*s.* per week for purchase of boots and refitting uniform.

*G. Division.*—Superintendent, 10*l.* a year for clothing.

Chief and other inspectors, 10*l.* a year for clothing.

Sergeants and detective officers, 18*l.* 4*s.* per annum special allowance for clothing.

Constables, 7*l.* 16*s.* per annum for clothing.

*Carriage Department.*—Inspector, 10*l.* per annum for uniform, except an arrangement to the contrary he made.

Sergeants and constables, 8*s.* per week. Boots and refitting uniform.

#### III.—PENSIONS OR SUPERANNUATION.

The following extracts from the Police Pension Act (46 Vict. c. 14) contain the principal pension regulations:

1. The term "constable" shall include every member of the Dublin Metropolitan Police, not being of higher rank than chief superintendent.

The pension which may be awarded to any constable who became a member of the Dublin Metropolitan Police before the twelfth day of August one thousand eight hundred and sixty-seven shall not be calculated with reference to the scale of pay specified in the Third Schedule to this Act, but shall be calculated with reference to the pay which such person would be entitled to receive if the scale of pay in force at the time of the passing of this Act had continued in force until the time of his retirement; and the pay which such person would be entitled to receive as aforesaid shall for the purpose of such calculation be taken to be the pay set out in the Fourth Schedule to this Act: Provided that any such constable may, if he so elects, be pensioned in accordance with the provisions of the Act relating to the pensions of constables who became members of the force after the said date, and with reference to the scale of pay provided for constables by this Act.

## RETURN RELATING TO THE

## PENSION SCALE.

*Pensions and Gratuities to Constables.*

1. The pension to a constable on retirement shall be according to the following scale; that is to say,

- (a.) if he has completed fifteen but less than twenty-one years' service, an annual sum equal to one-fiftieth of his annual pay for every completed year of service; and
- (b.) if he has completed twenty-one but less than twenty-five years' service, an annual sum equal to twenty-fifths of his annual pay, with an addition of two-fifths of his annual pay for every completed year of service above twenty years; and
- (c.) if he has completed twenty-five years' service, an annual sum equal to thirty-fifths of his annual pay with an addition of one-fiftieth of his annual pay for every completed year of service above twenty-five years, so however that the pension shall not exceed two-thirds of his annual pay.

2. The pension to a constable on retirement who is partially incapacitated by infirmity of mind or body occasioned in the execution of his duty without his own default shall, in the case of accidental injury, be according to the following scale, that is to say,

- (a.) if he has completed not more than five years' service, an annual sum not more than ten-fifths of his annual pay; and
- (b.) if he has completed more than five and not more than ten years' service, an annual sum not more than twelve-fifths of his annual pay; and
- (c.) if he has completed more than ten years and not more than fifteen years' service, an annual sum not more than fifteen-fifths of his annual pay; and
- (d.) if he has completed more than fifteen years' service, an annual sum not more than his annual pay:

Provided that if he has completed fifteen years' service the pension shall not be less than the sum to which he is entitled under article one of this schedule.

3. The pension to a constable on retirement who is wholly incapacitated by infirmity of mind or body occasioned in the execution of his duty without his own default shall, in the case of accidental injury, be according to the following scale, that is to say:

- (a.) If he has completed not more than ten years' service, an annual sum not more than fifteen-fifths of his annual pay; and
- (b.) if he has completed more than ten and not more than fifteen years' service, an annual sum not more than twenty-fifths of his annual pay; and
- (c.) if he has completed more than fifteen years' service, an annual sum not more than his annual pay:

Provided that if he has completed fifteen years' service the pension shall not be less than the sum to which he is entitled under article one of this schedule.

4. The pension to a constable on retirement who is partially incapacitated by infirmity of mind or body occasioned in the execution of his duty without his own default in a case other than a case of accidental injury, shall be according to the following scale; that is to say,

- (a.) if he has completed not more than ten years' service, an annual sum not more than twenty-fifths of his annual pay; and
- (b.) if he has completed more than ten but not more than fifteen years' service, an annual sum not more than one-half of his annual pay; and
- (c.) if he has completed more than fifteen years' service, an annual sum not more than his annual pay;

Provided that if he has completed fifteen years' service the pension shall not be less than the sum to which he is entitled under article one of this schedule.

5. The pension to a constable on retirement who is wholly incapacitated by infirmity of mind or body occasioned in the execution of his duty without his own default, in a case other than a case of accidental injury, shall be an annual sum not more than his annual pay, and if he has completed fifteen years' service, not less than the sum to which he is entitled under article one of this schedule.

6. Any gratuity to a constable on his retirement who is incapacitated for the performance of his duty by infirmity of mind or body occasioned without his own default, but otherwise than in the execution of his duty, shall not exceed the amount of one month's pay for every completed year of service.

7. Where,

7. Where, on account of the infirmity of mind or body of a constable having been brought about or been contributed to by his own default or by his vicious habits, the pension granted to such constable is of less amount than that to which he would otherwise be entitled, the diminution of such pension shall not exceed five-fiftieths of the annual pay of such constable.

8. A pension granted to a constable who has completed less than the fifteen years' service shall not, if reduced on account of partial recovery from his incapacity, be less than one-fiftieth of his annual pay for every completed year of service of such constable.

*John J. Jones,*  
Chief Commissioner of Police.

Dublin Castle,  
5 June 1893.

## **ROYAL IRISH CONSTABULARY (TERMS OF EMPLOYMENT).**

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*(Mr. Thomas Henry Bolton.)*

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